

## Faculty Profile

Name: **Dr. Smita Kulkarni**  
Designation: Sr. Assistant Professor  
Teaching Areas: Organizational Behavior  
Human Resource Management  
Training and Development  
Organizational Development  
Introduction to Psychology

Research Interests: Organizational Behavior  
Human Resource Management  
Positive Psychology  
Psychology

Education: PhD (HR and OB), IFHE, 2024  
M.Sc (Psychology), Madras University 2012  
MBA (HR), ICFAI University, Dehradun, 2004  
B. Arch, Gulbarga University, 1998



### Research/Selected Publications

1. Subramanian, S., & Kulkarni, S. (2022). Code of Conduct for Top Management and Board: An Exploratory Study on Indian Listed Firms. *Asia-Pacific Journal of Management Research and Innovation*, 18(1-2), 24-35.
2. Dr Reddy's Laboratories. Developing and inclusive organization. (August 2021) Case study Included in Case Center, UK; Reference no. 421-0073-1, August 2021
3. Nandamuri, R., Kulkarni, S., & Chhetri, P. (2021). What Factors Influence a Woman's Decision to Return to Work? A Review of Literature on Career Models. *IUP Journal of Organizational Behavior*, 20(4).
4. M Showry, Kulkarni S (2021) New Labor Codes - Changes, Opportunities and Challenges- Book published by IUP
5. Kulkarni, S., Afshan, N., & Motwani, J. (2018). The impact of faculty member's communication behaviours on student satisfaction: the role of cognitive and affective learning and student's motivation. *International Journal of Productivity and Quality Management*, 25(4), 444-458.